

## **Abstract**

The aim of the thesis is to investigate the extent to which implicit patterns of thought can be detected through language analysis. Through triggering and analysing cognitive frames concerning the understanding of hierarchy in an in-depth interview, implicit hierarchical patterns of each individual management style are detected. Control conversations with employees of each manager were conducted to compare the findings with an evaluation of the subordinate. In order to get a more detailed understanding of each frameworks, half of the questions focused on the metaphor 'organisation as a family' which supports the assumption that behaviour, structure and rules found in a family can be equivalent to the relationships and dynamics in an organisation. The other half of the questions concentrates on the behaviour in the working environment to get different approaches to the stored frames. The results suggested that language analysis of cognitive frameworks is a valuable tool for detecting implicit patterns of thoughts of individuals.